

Resource Family Recruitment and Retention

OUTCOME:

Children will have placement choices and resource families are retained and supported

- Foster parent and staff teamwork
- Retention and Support
- Recruitment and Licensing



22. Foster parent and staff teamwork
Action Steps

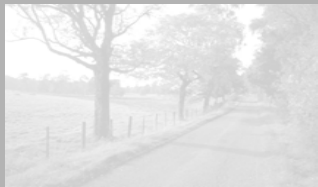
Goals		Action Steps/Benchmarks		Dates of Achievement	Method of Measurement	Lead(s)	CFSR/Program Improvement Plan or Reform Item		
22.1	Increase foster parent and staff teamwork and communication.	22.1.1	Implement the “Breakthrough Series” principles statewide. a. Regions develop regional local strategies, based on the “Breakthrough Series” principles. b. Regions implement strategies. c. Implementation progress reports quarterly.	12/04	Task Completion	<u>Field Operations</u>	Items 29, 33 & 34	Reform	
				1/05	Task Completion				
				3/05-1/06	Task Completion				
		22.1.2	Develop and implement cross-training between foster parents and staff (<i>e.g. Teamwork, problem resolution</i>). a. Develop training curriculum. b. Pilot training. c. Provide statewide training.	9/04-12/04	Task Completion	<u>Practice Improvement</u>			
				1/05-2/05	Task Completion				
				3/05-9/05	Task Completion				
		22.1.3	Require notification to resource families and provide support to increase participation and provide input in all meetings, staffings and hearings involving planning for the children in their care. a. Work group develops policy and procedures to support resource family participation, and methods for tracking notice compliance and participation b. Work group reports out on recommendations c. Management team to review and approve appropriate recommendations d. Communicated policies and procedures to staff and caregivers e. Implement policy and procedures f. Establish baseline for notification compliance and set performance measure g. Report every six months on levels of compliance and participation h. Achieve performance measure.	1/05-3/05	Task Completion	<u>Program & Policy</u>			Item 29
				3/05	Task Completion				
				4/05	Task Completion				
				5/05	Task Completion				
				6/05	Task Completion				
12/05	Task Completion								
6/06-6/07	Task Completion								
6/07	Task Completion								

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23. Retention and Support Action Steps								
Goals		Action Steps/Benchmarks		Dates of Achievement	Method of Measurement	Lead(s)	CFSR/Program Improvement Plan or Reform Item	
23.1	Retain and support licensed resource families.	23.1.1	Increase percentages of foster care licensing renewals. a. Establish baseline and performance measure b. Report annually c. Achieve performance measure.	12/04 12/05-12/06 12/06	Information System	<u>Field Operations</u>	Item 44	Reform
		23.1.2	Implement the Request for Proposal (RFP) for providing statewide foster parent support. a. Review and select proposals. b. Develop performance measures. c. Develop implementation and communication plans. d. Orientation of staff and caregivers to regional/statewide contracted support services. e. Begin implementation of regional/statewide contracted support services. f. Complete implementation of support services g. Annual contract monitoring regarding contract performance measures.	TBD	Task Completion Task Completion Task Completion Task Completion Task Completion Task Completion	<u>Program and Policy</u> 		

		23.1.4	Implement a conflict resolution process in each region. a. Work group develop policy and conflict resolution template b. Each region develops, in collaboration with foster parents, conflict resolution model based on state wide template requirements c. Orientation to staff and caregivers on the regional conflict resolution model d. Training of identified conflict resolution facilitators e. Regional conflict resolution models implemented	9/ 04-12/04 4/05 6/05 6/05 7/05	Task Completion Task Completion Task Completion Task Completion Task Completion	<u>Field Operations</u> <i>Program and Policy (a)</i> <i>Practice Improvement(d)</i>	Item 44	Reform
		23.1.5	Implement the foster parent satisfaction surveys on a statewide basis (<i>licensing completion, in service, and exit from service</i>) a. Implement phase 1 (licensing completion) b. Implement phase 2 (in-service) c. Implement phase 3 (exit from service) d. Report annually on results	3/05 6/05 9/05	Task Completion Task Completion Task Completion Task Completion	<u>Field Operations</u> <i>Practice Improvement</i>		
		23.1.6	DLR Licensors develop and implement annual assessment and development plans for foster parents, utilizing feedback and input from DCFS workers. <u>Subject to 2005 budget request.</u> a. Work group develops evaluation tool and procedures b. Establish evaluation schedule and monitoring system c. Budget decision d. Train licensing staff e. Orientation for staff and foster parents f. Begin annual evaluations g. Complete cycle of evaluations h. Report annually	1/05-3/05 6/05 7/05 7/05 8/05 9/05 9/07 9/06, 9/07	Task Completion Task Completion Task Completion Task Completion Task Completion Task Completion Task Completion Task Completion	<u>Field Operations</u>		Reform
		23.1.7	Require DLR contact with foster parents quarterly. <u>Subject to 2005 Budget Request</u> a. Establish workgroup to develop policy recommendations and practice guidelines. b. Management team reviews and approves appropriate policy and practice guidelines. c. Make necessary policy changes. d. Budget decision. e. Provide training to DLR staff.	1/05 3/05 6/05 7/05 9/05	Task Completion Task Completion Task Completion Task Completion Task Completion	<u>Field Operations</u>		Reform

			f. Orient foster parents to policy requirements. g. Implement policy.	10/05 11/05	Task Completion Task Completion			
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<div></div> <div>24. Recruitment and Licensing Action Steps</div>									
Goals		Action Steps/Benchmarks		Dates of Achievement	Method of Measurement	Lead(s)	CFSR/Program Improvement Plan or Reform Item		
24.1	Improve statewide foster parent recruitment.	24.1.1	Implement the Request for Proposal (RFP) for providing statewide foster parent recruitment. a. Review and select proposals b. Develop performance measures c. Develop implementation and communication plans d. Orientation of staff and caregivers to regional/statewide recruitment program e. Begin implementation of regional/statewide contracted recruitment program f. Annual contract monitoring re contract performance measures and reporting of results	TBD	Task Completion Information System Task Completion Task Completion Task Completion	<u>Program & Policy</u>	Item 44		
		24.1.2	Develop and implement state and regional resource management plans, including minority and school based recruitment. a. Work group develop resource management plan template b. Regions develop annual resource management plan	9/04-10/04 11/04-3/05	Task Completion Task Completion	<u>Field Operations</u>		Reform	
		24.1.3	Develop protocols to support Tribal licensing processes and recognize Tribal licensing standards. a. Work group examines fiscal and program feasibility and makes recommendations b. Management team reviews and approves appropriate recommendations c. Further steps to be determined based on(b) above.	12/04-3/05 3/05-5/05	Task Completion Task Completion	<u>Field Operations</u> <i>External Affairs</i>		Reform	